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ABSTRACT

This survey provides current data for school directors and administrators to examine the policies of compensation for professional personnel in the suburban Philadelphia area. The report contains three sections: a) salaries of teachers, b) salaries of instructional specialists, and c) salaries of administrative and supervisory personnel. Mean salaries of classroom teachers in the reporting districts of the Philadelphia area range from \$10,750 to \$8,575 depending on the district and the qualifications of the teacher. Approximately 25 percent of all teachers hold advanced degrees, and the median salary of all teachers in the sample is \$9,710. Salaries of administrators and directors range from \$9,928 to \$35,000 depending on the position. The problems and confusions of the wage-price freeze have created tensions between school districts and their employees. Further study of the situation will hopefully lead to a sound compensation program that will effectively attract and maintain an adequate and qualified staff of competent personnel. (Related document SP 005 648 is a salary study by the Philadelphia Suburban School Study Council of seven districts in the Philadelphia area.) (MJM)

SP005-649

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SALARY SURVEY

PHILADELPHIA SUBURBAN SCHOOL STUDY COUNCIL

GROUP B

DECEMBER 1971

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INTRODUCTION

The superintendents in Group B of the Philadelphia Suburban School Study Council recently decided to undertake a survey of compensation for professional personnel in their districts. This report is the result of that survey. For the past ten years, a similar study has been conducted annually by Council Group A as a basis for examining the compensation practices in their respective school districts. It is hoped that the school directors and administrators of Group B will find their own survey to be helpful as they analyze the important problem of compensation in their respective districts.

Obviously, compensation programs for professional personnel in our schools are integrally related to the entire complex of financial factors that affect all communities. The problems and confusion caused nationally by the recent wage-price freeze have compounded the tensions between school districts and their employees in Pennsylvania that followed the passage of Act 195. The latter was a major turning point in these relations, and its effects have yet to be fully measured. It is evident that those responsible for the control of schools are confronted with a highly difficult challenge in developing a sound compensation program that will be effective in attracting and maintaining an adequate and well-balanced staff of qualified and competent personnel to serve the children in their communities.

The Study Council gratefully acknowledges the work of David A. Johnston and Richard Shupp, who originated the survey for Group A in 1960. On behalf of the Council, I wish to thank graduate assistants John W. Kinnikin and Gerald A. Hedges, who organized and coordinated the production of the current report with the assistance of Martin L. Stamm and Michael Kirsch.

Matthew J. Pillard
Executive Director
Philadelphia Suburban School Study Council

PART I

SALARIES OF TEACHERS

PART I

TEACHERS' SALARIES

Median salaries of classroom teachers in the thirteen reporting districts of the Philadelphia Suburban School Study Council (Group B) range from \$10,750 in the highest-ranking district, to \$8,575 in the lowest-ranking district. (FIGURE 7)

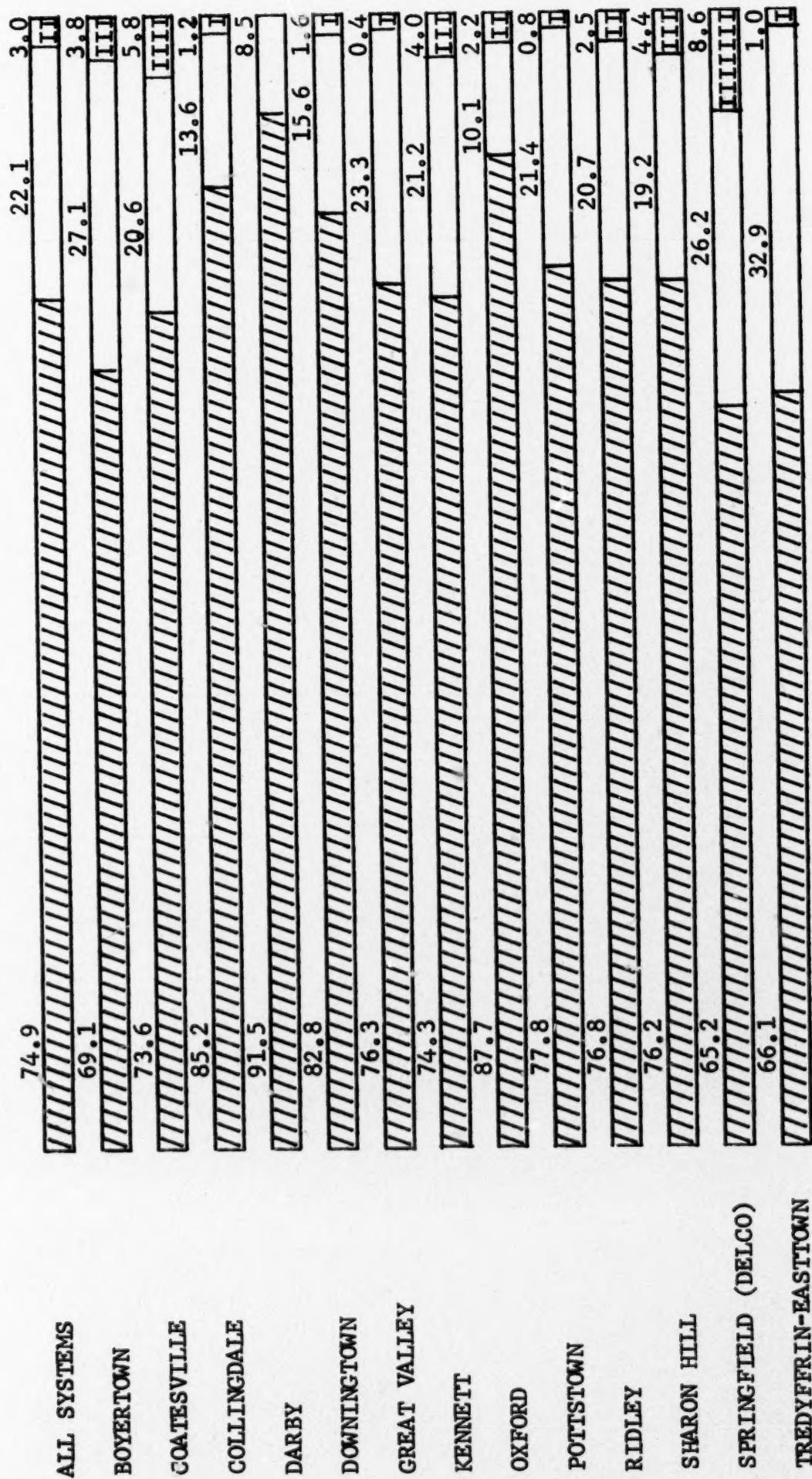
Median salaries of teachers vary with educational qualifications. (FIGURE 7) Approximately 25% of all teachers hold advanced degrees and credits. Salary differentials also relate to the greater length of service of teachers with advanced degrees (FIGURE 6)

More than 45% of the teachers in the Group B districts have taught for fewer than five years (FIGURE 2); one teacher in five has taught for more than fifteen years.

The median salary of all teachers in the sample is \$9,710.

FIGURE 1

PERCENTAGE OF ALL TEACHERS AT SELECTED EDUCATIONAL LEVELS



KEY:

BACHELOR'S OR LESS

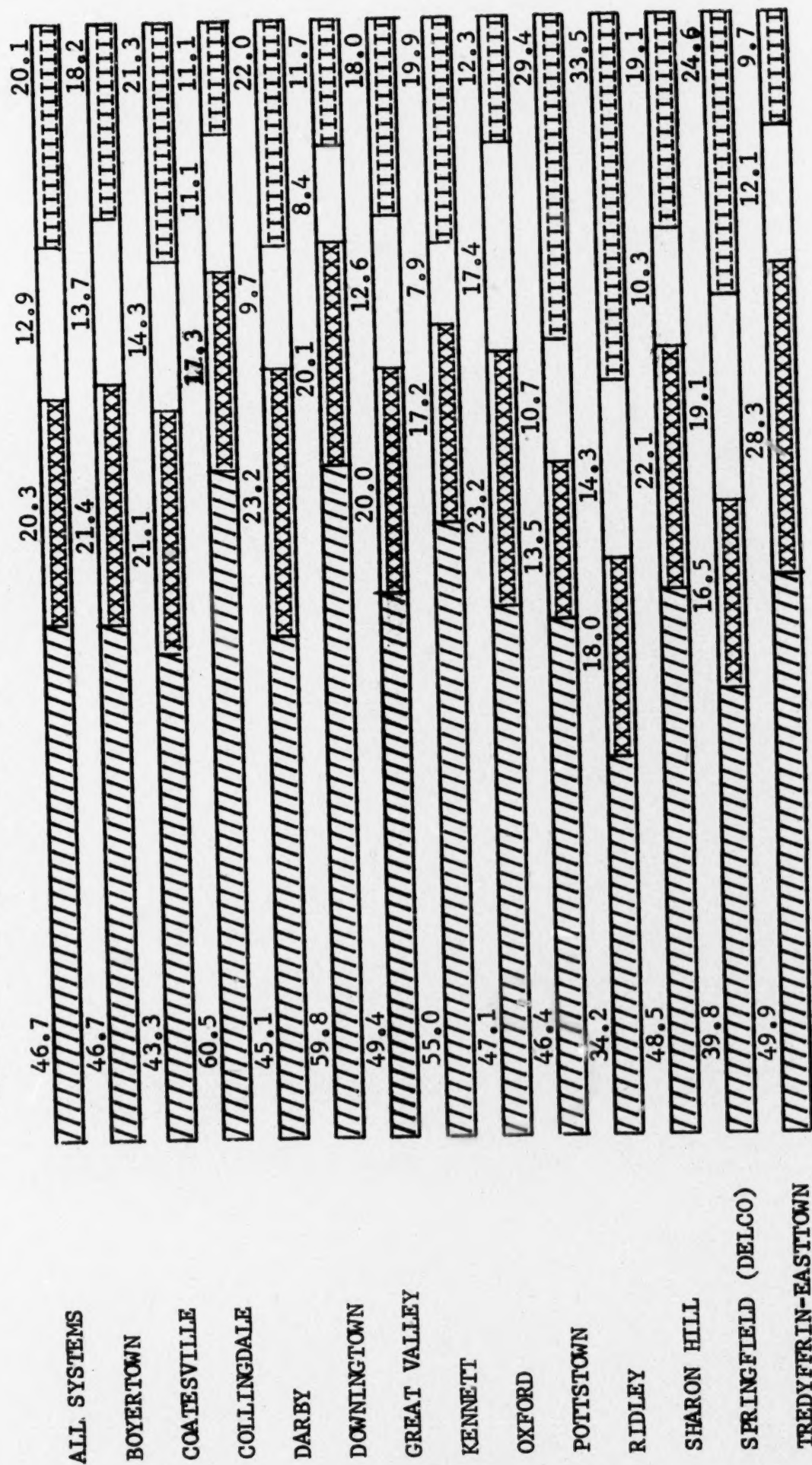
MASTER'S

MASTER'S + 30



FIGURE 2

PERCENTAGE OF ALL TEACHERS AT SELECTED EXPERIENCE LEVELS



KEY:

0 - 5 YRS.

6 - 10 YRS.

11 - 15 YRS.

16 + YRS.

TABLE 1

SALARIES OF TEACHERS, ALL EDUCATIONAL LEVELS
AT SELECTED EDUCATIONAL EXPERIENCE
1971-72

School District	0-5 Years	6-10 Years	11-15 Years	16+ Years
BOYERTOWN	highest	10,300	12,000	13,900
	median	8,092	10,433	11,833
	lowest	7,200	9,150	10,500
COATESVILLE	highest	N.A.	N.A.	N.A.
	median	8,250	10,984	12,375
	lowest	N.A.	N.A.	N.A.
COLLINGDALE	highest	9,400	11,200	12,800
	median	7,982	9,800	12,350
	lowest	7,300	9,400	11,550
DARBY TWP.	highest	9,400	11,600	13,300
	median	7,886	10,542	12,167
	lowest	7,300	9,600	11,700
DOWNINGTOWN	highest	9,500	11,300	12,300
	median	7,918	10,194	11,333
	lowest	7,200	9,000	10,100
GREAT VALLEY	highest	13,220	12,100	14,555
	median	8,489	10,625	12,250
	lowest	7,200	9,200	10,300
KENNETT CONSOLIDATED	highest	9,494	11,867	13,168
	median	7,875	10,250	11,500
	lowest	7,072	8,660	10,539
OXFORD	highest	10,000	10,650	11,900
	median	7,439	9,500	10,750
	lowest	7,100	8,450	9,500
POTTSTOWN	highest	10,300	10,900	13,000
	median	7,958	10,125	11,368
	lowest	7,200	9,100	9,600
RIDLEY	highest	9,400	11,850	14,200
	median	8,090	9,562	11,956
	lowest	7,300	8,700	10,975

TABLE 1 (cont.)

School District	0-5 Years	6-10 Years	11-15 Years	16+ Years
SHARON HILL	highest	9,200	11,000	13,450
	median	7,841	9,812	11,750
	lowest	7,300	8,800	10,300
SPRINGFIELD (Delco)	highest	9,530	11,680	14,540
	median	8,483	10,625	12,688
	lowest	7,350	9,950	11,650
TREDYFFRIN-EASTTOWN	highest	11,103	14,347	16,578
	median	8,622	11,024	12,886
	lowest	7,300	8,500	11,443

TABLE 2

CUMULATIVE PERCENTAGES OF TEACHERS AT OR ABOVE EACH SALARY LEVEL

SALARY LEVEL	B	CA	Co	DT	DA	GV	K	O	P	Ri	SH	SD	TE	ALL DISTRICTS
16,500 - 16,999													0.3	0.1-
16,000 - 16,499													0.3	0.1-
15,550 - 15,999												0.4	0.5	0.1
15,000 - 15,499		0.9				0.4	0.7				2.9	4.3	2.3	0.9
14,500 - 14,999		3.5				3.3	1.3				5.9	9.8	5.1	2.4
14,000 - 14,499	2.1	3.9				5.7	2.6		0.4	1.8	7.4	12.1	8.5	3.8
13,500 - 13,999	6.9	5.6			2.9	8.2	2.6		2.4	12.8	7.4	12.9	9.8	6.8
13,000 - 13,499	11.3	9.3		6.1	3.2	11.4	7.9		15.5	15.0	16.2	26.6	12.3	11.4
12,500 - 12,999	12.7	13.4	9.9	13.4	3.6	15.5	15.2		15.5	32.8	17.6	33.6	17.0	16.8
12,000 - 12,499	14.8	21.8	19.8	22.0	10.1	20.0	17.2	1.4	17.1	36.5	20.6	39.8	22.6	21.8
11,500 - 11,999	22.0	27.8	22.2	35.4	12.0	24.1	21.2	5.1	18.3	44.8	22.1	44.1	29.0	26.9
11,000 - 11,499	31.3	38.6	23.5	37.8	18.8	32.2	27.8	8.7	37.3	46.5	25.0	46.1	35.7	34.0
10,500 - 10,999	41.9	48.6	27.2	45.1	25.7	40.0	35.1	27.5	44.0	49.2	29.4	53.9	44.0	41.9
10,000 - 10,499	47.8	54.6	28.4	50.0	32.5	49.8	37.7	32.6	48.4	53.2	38.2	59.4	52.2	47.8
9,500 - 9,999	55.7	58.8	34.6	54.9	38.6	59.2	43.7	42.0	53.6	57.2	44.1	66.0	57.3	53.8
9,000 - 9,499	58.4	66.4	40.7	61.0	50.3	65.3	49.7	49.3	58.3	66.0	51.5	73.8	65.3	61.0
8,500 - 8,999	66.0	75.2	53.1	69.5	57.5	75.1	58.9	56.5	65.1	73.2	57.4	79.7	78.1	69.5
8,000 - 8,499	79.0	81.5	69.1	74.4	66.2	84.5	70.9	63.8	75.4	85.0	70.6	91.4	86.9	79.4
7,500 - 7,999	92.1	92.1	86.4	87.8	89.9	94.3	81.5	73.2	92.1	94.2	86.8	96.5	94.1	91.2
7,000 - 7,499	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

FIGURE 3

DISTRIBUTION OF SALARIES BY DISTRICT - STUDY COUNCIL B
SELECTED EDUCATIONAL LEVELS
TEACHERS WITH BACHELOR'S DEGREE OR LESS, 1971-72

6 - 10 YRS.

0 - 5 YRS.

B	CA	Co	DT	DA	GV	K	O	P	Ri	SH	SD	TE	ALL	Salary Range	ALL	B	CA	Co	DT	DA	GV	K	O	P	Ri	SH	SD	TE
														\$12,000-12,499	6		4											2
														11,500-11,999	11		1		3		2							5
					1								1	11,000-11,499	39		12	1	2	2	5						3	14
					1							3	4	10,500-10,999	74	6	10	1	6	6	8	5		7	1		10	14
					2		1	3				4	10	10,000-10,499	104	7	15	1	4	13	9	3	2	6	13	3	10	18
					12						3	9	25	9,500-9,999	104	15	13	5	4	13	7	5	10	9	12	1	6	4
3	27		4	21	11	5		5			16	18	110	9,000-9,499	68	3	1	3		8	2	1	10	4	33	3		1
20	34	6	6	18	21	12	2	17	24	3	15	47	225	8,500-8,999	9							1	5		1	1		
34	27	11	4	25	22	17	8	25	46	8	30	33	290	8,000-8,499	3		1						1					
37	46	14	11	73	23	16	12	42	37	11	13	28	363	7,500-7,999														
23	34	11	10	31	14	28	37	20	23	9	9	23	272	7,000-7,499														

16 + YRS.

11 - 15 YRS.

B	CA	Co	DT	DA	GV	K	O	P	Ri	SH	SD	TE	ALL	Salary Range	ALL	B	CA	Co	DT	DA	GV	K	O	P	Ri	SH	SD	TE
													1	\$14,000-14,499												1		
														13,500-13,999														
													1	13,000-13,499	30						4						3	23
														12,500-12,999	99			4	5		6	4				1	6	6
		1	1										17	12,000-12,499	53					16	5	1				1	6	2
		5	3						8				37	11,500-11,999	46	11	7	1	5		3	2		1	15			1
3	9	1	3	2	2	2			15	1	10		55	11,000-11,499	73	13	11			6	3	5	4	30				1
9	10			9	7	2		17	5	1			62	10,500-10,999	59	8	26			3	1		9			2		1
2				3	2	4	16		7	1			42	10,000-10,499	11		3				7							1
	1			3	1		3				1		9	9,500-9,999	2		1											1
	1						1	1					3															

FIGURE 4

DISTRIBUTION OF SALARIES BY DISTRICT - STUDY COUNCIL B
SELECTED EDUCATIONAL LEVELS
TEACHERS WITH MASTER'S DEGREE
1971-72

0 - 5 YRS.

6 - 10 YRS.

B	CA	Co	DT	DA	GV	K	O	P	Ri	SH	SD	TE	ALL	B	CA	Co	DT	DA	GV	K	O	P	Ri	SH	SD	TE
													1													1
													1													1
													1													1
													2		1											1
													19	3	3				2		1					11
													31	7	5				3		2					12
													38	3	14				4		3					7
													58	8	6	2			7		6					14
1	6												26	8	1				4		2					2
8	2							1					20						3		1					1
2	5	2	1	7	2	3		3	2	1																
2	4	4	1	4	3	1	2		4																	
4		1		2	1	1	1	1	1																	
1					1		1						3													

11 - 15 YRS.

16 + YRS.

13

B	CA	Co	DT	DA	GV	K	O	P	Ri	SH	SD	TE	ALL	B	CA	Co	DT	DA	GV	K	O	P	Ri	SH	SD	TE
													1													1
													8						1							6
													26						6							7
													17	2					5		1					5
													71	10	3				7							3
9	9		1		3			5	5	1	11	6	57	4	7				1		7		5	41		1
4	12	1			1	1			3		5	3	11		4	1					5					2
3	3					1		3	6	1	7	2	6						1		1					
1				4			2		2				4	1							1					
							1		1				1													
				1									1													
													1													

FIGURE 5

DISTRIBUTION OF SALARIES BY DISTRICT - STUDY COUNCIL B
TEACHERS WITH MASTER'S DEGREE PLUS THIRTY

0 - 5 YRS.

6 - 10 YRS.

B	CA	Co	DT	DA	GV	K	O	P	Ri	SH	SD	TE	ALL	B	CA	Co	DT	DA	GV	K	O	P	Ri	SH	SD	TE
													\$14,000-14,499	1	1											
													13,500-13,999													1
					1								13,000-13,499	1												
													12,500-12,999	1	1											
													12,000-12,499	1	1											
													11,500-11,999	3	2										1	
													11,000-11,499	2	2											
													10,500-10,999	3						1	1					
1											1		10,000-10,499	1				1								
													9,500-9,999													
										1			9,000-9,499													
													8,500-8,999													

11 - 15 YRS.

16 + YRS.

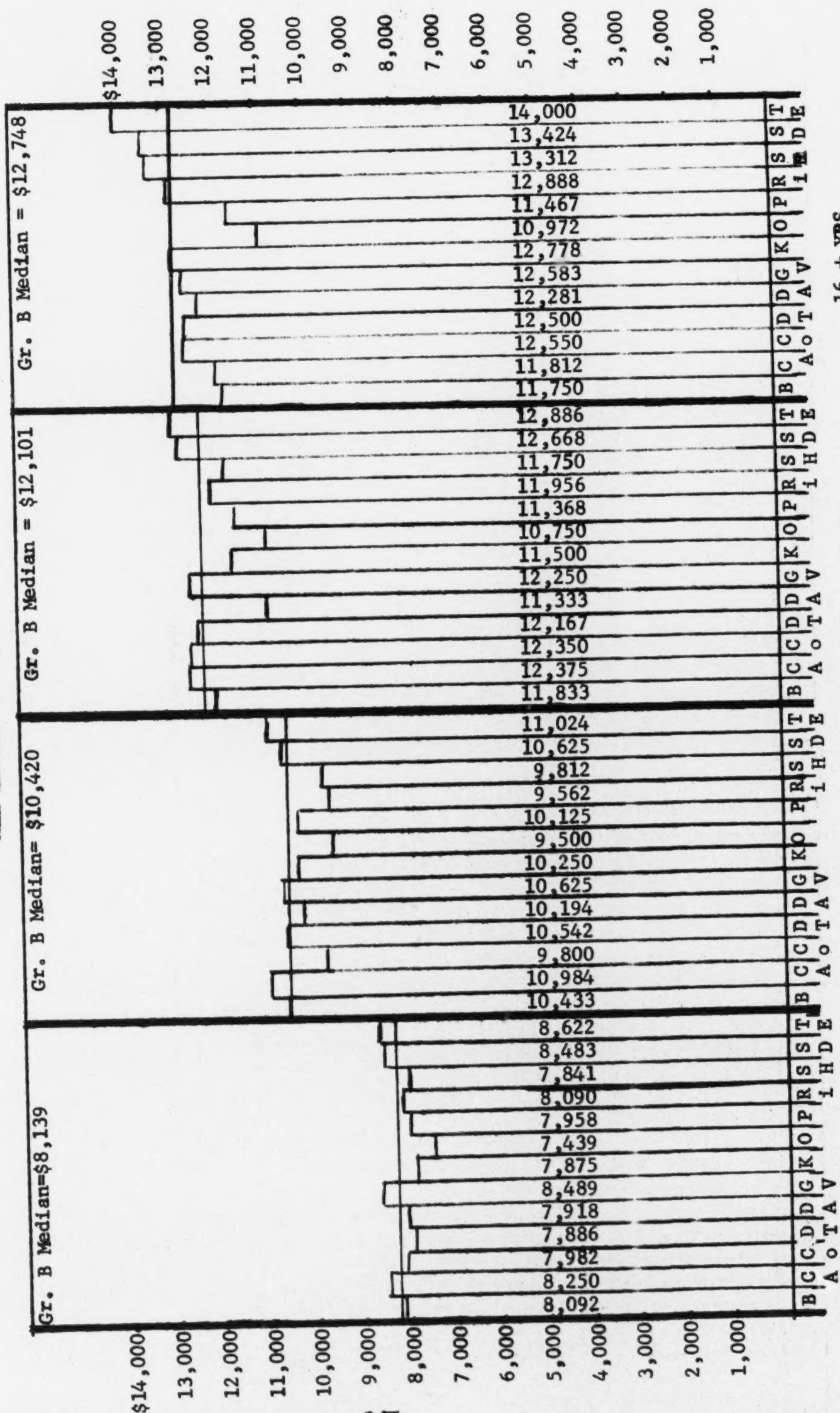
14

B	CA	Co	DT	DA	GV	K	O	P	Ri	SH	SD	TE	ALL	B	CA	Co	DT	DA	GV	K	O	P	Ri	SH	SD	TE
												1	1													
													16,500-16,999													
													16,000-16,499													
													15,500-15,999	1											1	
													15,000-15,499	15						1				1	10	
1													14,500-14,999	10	3					1					1	
3											2	1	14,000-14,499	13	8					1			1	6		
									1		2	1	13,500-13,999	5	4	1				1						
3	2										1		13,000-13,499	1	1			2					1			
										1	1		13,000-13,499													
		1									3		12,500-12,999	6												
				1									12,000-12,499	1	1											

FIGURE 6

MEDIAN SALARIES BY DISTRICT IN RELATION TO MEDIAN FOR STUDY COUNCIL B
AT SELECTED EDUCATIONAL EXPERIENCE LEVELS

ALL TEACHERS 1971-72



PART II

SALARIES OF INSTRUCTIONAL SPECIALISTS

TABLE 3

GUIDANCE PERSONNEL

1971-72

SCHOOL DISTRICT	YEARS OF GUIDANCE	EXPERIENCE EDUCATION	EDUCATIONAL ATTAINMENT	WORK WEEKS	SALARY	SALARY INCREASE
Ri	4	19	M + 45	48	\$17,245	\$1,054
SD	1	18	M + 60	44	\$16,810	\$3,600
B	20	29	B + 32	40	\$16,472	\$2,612
SD	10	3	M + 30	48	\$16,005	\$1,225
B	11	22.5	M + 15	40	\$15,895	\$1,210
Ri	10	30	M + 15	48	\$15,895	\$ 982
SD	7	9	M + 30	44	\$15,780	\$2,090
Ri	16	26	M	48	\$15,779	\$1,049
SH	12	14	M	48	\$15,620	\$1,485
SH	4	21	M + 18	48	\$15,325	\$1,625
SD	12	6.2	M	44	\$15,120	\$1,170
TE	8	24	M + 30	37.8	\$15,100	\$ 970
B	9	15	M + 30	40	\$14,850	\$ 880
CA	5	21	M	36	\$14,817	\$ 815
TE	9	16	M + 15	37.8	\$14,600	\$1,300
GV	10	17	M	40	\$14,445	\$1,100
Ri	5	11	M	48	\$14,305	\$1,429
Ri	10	38	M + 30	38	\$14,200	\$ 774
TE	1	20	M + 30	37.8	\$14,200	\$1,268
GV	1	14	M	40	\$14,200	\$1,100
CA	5	12	M + 30	36	\$14,149	\$1,102
O	11	14	M + 30	48	\$14,145	\$ 920
O	17	18	M + 30	48	\$14,145	\$ 920
K	5	5	M + 15	43	\$14,097	N.P.
B	2	17	B + 30	40	\$13,805	\$ 880
B	14	24	M	40	\$13,805	\$ 880
P	12	16	M + 15	38	\$13,900	\$ 500
DA	7.5	16	M + 15	44	\$13,800	\$1,300
CA	7	14	M + 15	36	\$13,726	\$ 756

CONTINUED

TABLE 3: GUIDANCE PERSONNEL (CONT.)

SCHOOL DISTRICT	YEARS OF EXPERIENCE GUIDANCE	EDUCATION	EDUCATIONAL ATTAINMENT	WORK WEEKS	SALARY	SALARY INCREASE
CA	4	21	M + 15	36	\$13,726	\$ 756
Ri	5	10	M	38	\$13,650	\$1,456
B	5	10	M + 30	40	\$13,530	\$ 880
DA	8	17	M + 30	44	\$13,500	\$1,200
GV	1	13	M	40	\$13,450	N.P.
CA	4	31	M	36	\$13,442	\$ 740
P	4	23	M	38	\$13,400	\$ 500
P	3	17	M	38	\$13,400	\$ 500
P	5	12	M	38	\$13,400	\$ 500
P	12	16.5	M	38	\$13,400	\$ 500
TE	1	17	M	37.8	\$13,275	\$1,115
DT	2	5	M	44	\$13,250	\$1,000
CA	13	24	M	36	\$12,980	\$ 660
GV	9	13	M	40	\$12,968	\$1,100
CA	13	19	M + 15	36	\$12,965	\$1,059
SD	0	5.2	M	44	\$12,735	\$1,355
Co	10	17	M		\$12,700	\$1,050
GV	9	12	M	40	\$12,700	\$1,100
CA	3	11	M	36	\$12,580	\$1,024
CA	1	18	B + 15	36	\$12,346	\$ 694
Ri	3	7	M	38	\$12,340	\$1,111
Ri	2	7	M	38	\$12,340	\$1,111
TE	4	11	M + 30	37.8	\$12,290	\$1,240
DA	3	13	M	44	\$12,100	\$1,000
GV	4	10	M	40	\$11,975	\$1,100
TE	1	9	M + 15	37.8	\$11,924	\$1,024
CA	4	9	M	36	\$11,780	\$ 988
DA	4	18	M	44	\$11,700	\$1,000
Ri	1	11	M	38	\$11,625	\$ 586
B	4.5	7.5	B + 30	40	\$11,625	\$ 680
O	3	6	M	48	\$11,615	\$1,035
TE	5	8	M + 15	37.8	\$11,420	\$1,092
DA	3.5	10	M + 15	44	\$11,400	\$ 900
B	0	4.5	M	40	\$11,385	N.P.
DA	3	10	M	44	\$11,300	\$1,000
K	17		B + 21	37	\$11,174	\$ 549

TABLE 3: GUIDANCE PERSONNEL (CONT.)

SCHOOL DISTRICT	YEARS OF EXPERIENCE GUIDANCE	EDUCATION	EDUCATIONAL ATTAINMENT	WORK WEEKS	SALARY	SALARY INCREASE
DT	8		M	40	\$11,100	\$ 800
CA	5	7	M	36	\$10,980	\$ 952
TE	1	6	M + 15	37.8	\$10,970	\$ 970
TE	.5	6	M + 27	37.8	\$10,900	N.P.
DA	3.5	9	M	44	\$10,900	\$ 900
DA	4	8	M	44	\$10,600	\$1,200
CA	7	7	M	36	\$10,580	\$ 933
K	8.5	11.5	M	37	\$10,500	N.P.
TE	4	7	M	37.8	\$10,100	N.P.
K	17		M	37	\$10,070	\$ 745
P	0	6	M	38	\$ 9,900	\$ 800
DA	3	6	M	44	\$ 9,900	\$ 900
K	0	6	M	37	\$ 9,833	N.P.
Ri	2	5	M	38	\$ 9,825	\$1,591
TE	1	4	M + 10	37.8	\$ 9,630	\$ 980
Co	3	5	M		\$ 9,600	\$ 850
TE	0	3	M + 30	37.8	\$ 9,500	N.P.
K	1		M	37	\$ 9,078	\$ 678
O	0	4.5	M	37.2	\$ 8,900	N.P.
DT	1	3	M	40	\$ 8,900	N.P.
Co	0	3	M		\$ 8,800	N.P.
Ri	0	2	M	38	\$ 8,550	N.P.
SD	0	3	B	44	\$ 8,530	N.P.
GV	1	1	M	40	\$ 8,150	\$ 750
Ri	1	1	M	38	\$ 8,125	\$ 446
P	0	0	M	38	\$ 7,600	N.P.
SD	2	9	M	44	\$ 7,480	
Mean	5.3	12.2		40.3	\$12,499	\$1,047
Median	4	11		38	\$12,700	\$ 988

TABLE 4

LIBRARIANS

1971-72

SCHOOL DISTRICT	YEARS OF EXPERIENCE THIS JOB	TOTAL	EDUCATIONAL ATTAINMENT	WORK WEEKS	SALARY	SALARY INCREASE
R1	11	16	M	48	\$15,779	\$1,049
R1	25	35	B + 30	48	15,172	499
R1	12	34	B + 30	48	15,172	499
CA	1	24.5	M + 45	36	15,103	833
K	20		M + 48	37	14,749	1,099
SD	23	0	B + 30	36	14,700	1,000
GV	10	29	M	40	14,350	1,100
TE	10	15	B + 30	37.8	14,070	1,258
CA	N.P.	11	M + 30	36	14,049	1,111
CA	4	12	M + 30	36	13,949	1,093
TE	1	18	M	37.8	13,627	1,137
CA	5	15	M	36	13,442	740
CA	1	13	M	36	13,442	1,790
P	3	15	M	38	13,400	500
B		18	M	36	13,350	400
DA	1	1	M	44	13,000	900
TE	15	21	M + 30	37.8	12,904	904
DA	6	14	M	44	12,900	1,100
SD	2	15	B	36	12,900	1,080
TE	4	18	M	37.8	12,884	1,184
TE	5	14.5	B + 45	37.8	12,775	683
TE	1	18	B + 45	37.8	12,775	525
CA	6	10	M + 30	36	12,749	1,039
SD	10	1	M	36	12,460	1,250
Co	15	15	B		12,250	1,100
CA	1.5	8	M + 45	36	12,233	1,019
DA	5	17	B+	44	12,200	900
GV	5	12	B	40	11,850	1,000
TE	6	8	M + 15	37.8	11,810	1,210

CONTINUED

TABLE 4: LIBRARIANS (CONT.)

SCHOOL DISTRICT	YEARS OF EXPERIENCE		EDUCATIONAL ATTAINMENT	WORK WEEKS	SALARY	SALARY INCREASE
	THIS JOB	TOTAL				
CA	6	9	M	36	\$11,780	\$ 988
CA	0.5	22.5	M + 30	36	11,749	993
DA	3	23	M	44	11,300	900
TE	2	15	M	37.8	11,223	1,173
TE	2.5	6.5	M	37.8	11,123	1,073
B	14	14	M	36	11,100	400
TE	4	6	M	37.8	10,910	1,060
O	1	17	M	40	10,860	968
GV	4	8	M	40	10,800	1,100
GV	6	6	M	40	10,715	1,100
O	9	13	B + 6	37.2	10,700	600
DT	3	4	M	40	10,700	
CA	6	6	M	36	10,680	952
SD	6.5		B	36	10,630	1,230
TE	19	21	B + 30	37.8	10,602	
TE	4	5.5	M + 30	37.8	10,537	1,037
B	5	5	M	36	10,513	800
GV	2	5	M	40	10,500	1,100
GV	2	5	M	40	10,100	1,100
DA	7	8	B +	44	10,100	700
SD	1	4.4	M	36	10,030	1,070
TE	3	6	B + 45	37.8	10,013	863
DA	3	6	M	44	9,900	900
B	4.5	4.5	B	36	9,550	800
DA	7	7	M	44	9,500	900
P	4	5	B + 15	38	9,500	700
B	4	4	M	36	9,350	800
RI	2	2	B	48	9,248	1,304
CA	4	4	B + 15	36	9,090	875
P	3	3	B + 15	38	8,600	800
P	1	4.5	B + 15	38	8,400	900

CONTINUED

TABLE 4: LIBRARIANS (CONT.)

SCHOOL DISTRICT	YEARS OF EXPERIENCE			EDUCATIONAL ATTAINMENT	WORK WEEKS	SALARY	SALARY INCREASE
	THIS	JOB	TOTAL				
TE	1	12	M		37.8	\$8,332	\$1,032
GV	1	2	B + 15		40	8,250	850
P	2	2	B		38	8,200	700
SH	N.P.	1	M		40	8,150	N.P.
B	3	3	B		36	8,100	700
0	1		B + 6		40	7,958	N.P.
DT	N.P.	0	B		40	7,900	N.P.
DA	2	2	B		44	7,800	600
K	2		B		37	7,720	N.P.
B	N.P.	1	B + 15		36	7,700	N.P.
K	1.5		M		37	7,672	N.P.
R1	1	1	B		38	7,650	728
P	N.P.	0	B		38	7,600	N.P.
P	N.P.	0	B		38	7,600	N.P.
B	1	1	B		36	7,500	700
DA	1	1	B		44	7,500	600
K	1		B		37	7,406	606
SH	N.P.	0	B		40	7,300	N.P.
TE	N.P.	0	B		37.8	7,300	N.P.
B	N.P.	0	B		36	7,200	N.P.
CA	N.P.	0	B		36	7,100	N.P.
K	N.P.	0	B		37	7,072	N.P.
Mean	4.9	9.8			38.3	10,718	921
Median	4	8			37.8	10,655	952

TABLE 5

PSYCHOLOGISTS

1971-72

SCHOOL DISTRICT	YEARS OF EXPERIENCE THIS JOB TOTAL	EDUCATIONAL ATTAINMENT	WORK WEEKS	SALARY	SALARY INCREASE	
R1	12	12	D	48	\$21,257	\$2,361
R1	10	13	M + 15	48	17,958	1,607
R1	6	14	M + 30	48	17,125	1,722
P	3	3	M + 30	48	15,803	1,702
B	5	13	M + 45	40	15,570	1,380
SD	2	6.1	M	48	14,330	1,500
Mean	7	11.6		46.4	17,248	1,714
Median	5.5	12.5		48	16,464	1,655

TABLE 6

SPEECH & HEARING SPECIALISTS

1971-72

SCHOOL DISTRICT	YEARS OF EXPERIENCE THIS JOB TOTAL		EDUCATIONAL ATTAINMENT	WORK WEEKS	SALARY	SALARY INCREASE
P	13	13	M	38	\$13,400	\$ 500
SD	1.7	3.7	M	36	10,030	
SD	1	0	B		7,680	680
P	3.5	3.5	B	38	4,100	400
Mean	4.8	5.0		37.3	9,820	527
Median	2.6	3.6		38	9,115	500

TABLE 7

READING SPECIALISTS

1971-72

SCHOOL DISTRICT	YEARS OF EXPERIENCE		EDUCATIONAL ATTAINMENT	WORK WEEKS	SALARY	SALARY INCREASE
	THIS JOB	TOTAL				
CA	11	14	M + 30	36	\$15,779	\$1,269
TE	18	21	M + 30	37.8	15,100	600
DT	14	10	B + 15	44	14,860	1,000
CA	4	24	M + 45	36	14,803	1,215
TE	0.2	19	M + 15	37.8	14,600	600
DA	9	27	M	44	14,400	1,300
B	5	16	M + 30	36	14,000	400
SD	9	4	M	36	13,850	1,110
B	7	18	M + 15	36	13,700	400
CA	6	19	M + 15	36	13,426	756
SD	10	1	M	36	13,220	1,190
P	2	12	M	38	13,000	1,000
CA	2	11	M + 15	36	12,865	1,041
SH	4	8	M	40	12,400	1,200
TE	6	23	M	37.8	11,875	
B	N.P.	17	B + 15	36	11,625	N.P.
CA	2	10	B + 15	36	11,490	602
P	3	9	M	38	11,400	900
TE	9	9	B + 30	37.8	11,278	1,083
Co	5	9	M		10,900	900
TE	7	7	B + 30	37.8	10,863	1,151
SD	6	0	B	36	10,680	1,290
B	1	6.5	M	36	10,450	800
SD	4.9	0	M	36	10,400	1,110
TE	2	5	B + 30	37.8	9,736	986
TE	N.P.	5	M	37.8	9,600	N.P.
K	N.P.	3	B + 30	39	9,002	N.P.
TE	3.5	3.5	B + 30	37.8	8,829	929
P	0	4	B + 15	38	8,800	800
CA	N.P.	3	M	36	8,583	N.P.

CONTINUED

TABLE 7
READING SPECIALISTS (CONT.)

SCHOOL DISTRICT	YEARS OF EXPERIENCE		EDUCATIONAL ATTAINMENT	WORK WEEKS	SALARY	SALARY INCREASE
	THIS JOB	TOTAL				
Co	1	1	M		\$8,100	\$ 600
0	1	46	M + 3	37.2	8,000	3,000
TE	1	1	B	37.8	7,619	619
CA	N.P.	9	M + 45	36	7,008	N.P.
Mean	4.8	11.0		37.4	11,535	995
Median	3.75	6.75		37.5	11,445	993

TABLE 8

SUPERVISORS, DIRECTORS, AND COORDINATORS

1971-72

SCHOOL DISTRICT	JOB TITLE OR DESCRIPTION	YEARS OF EXPERIENCE THIS JOB	EDUCATIONAL ATTAINMENT	WORK WEEKS	SALARY	SALARY INCREASE
CA	Science Coordinator	16	D	48	\$20,975	\$2,316
CA	Reading Supervisor	9	M + 30	48	\$20,542	\$2,236
CA	Language Arts Coordinator	4	M	48	\$19,929	\$1,325
B	Director of Pupil Services	0	M + 45	48	\$19,640	N.P.
K	Director--Elementary Education	0	M + 45	49	\$19,262	N.P.
TE	Language Arts Coordinator	1	M + 60	47	\$18,122	\$1,458
TE	Mathematics Coordinator	5	M + 30	47	\$17,251	\$1,411
P	Supervisor of Library Services	5	M	48	\$15,795	\$1,569
CA	Work Study Coordinator	1	M	48	\$15,779	\$3,086
SD	Instructional Area Coordinator	0	M + 60	44	\$15,760	N.P.
P	Supervisor of Guidance	4	M + 30	48	\$15,717	\$1,867
SD	Instructional Area Coordinator	2	M + 30	44	\$15,560	\$ 940
P	Coordinator of Vocational Training	5	M	48	\$15,363	\$1,282
TE	Social Studies Coordinator	5	M + 30	47	\$14,682	\$1,177
P	Supervisor of Music	3	B	48	\$13,857	\$1,302
SD	Instructional Area Coordinator	1	M + 30	44	\$13,460	\$ 910
B	Director--Audio Visual Services	4	M	36	\$13,068	\$ 865

TABLE 9

MISCELLANEOUS PERSONNEL

1971-72

SCHOOL DISTRICT	JOB TITLE OR DESCRIPTION	YEARS OF EXPERIENCE		EDUCATIONAL ATTAINMENT	WORK WEEKS	SALARY	SALARY INCREASE
		THIS JOB	TOTAL				
DA	Dir. - Special Services	5	12	M + 17	49	\$19,480	\$ 680
CA	Dir. of Research	2	16-1/2	M.Ed. + 34	44	19,000	1,300
DT	Fed. Projects Coordinator	6		M.A.	48	16,800	1,100
CA	Director of Athletics	5	34	M.Ed. + 15	44	15,800	800
TE	Dir. of Sp. Project	3	13	M.S. + 15	47	14,250	400
B	Nurse	23	23	M.Ed.	36	13,850	500
R1	Home & Schl. Visitor	6	14		40	13,202	899
SD	Dental Hygienist	27.5	0	B.S.	36	13,050	900
SD	Nurse	10	1	M.Ed.	36	12,770	1,190
R1	Nurse	20	20	B.S.	36	12,550	835
CA	Home & Schl. Visitor	1	14	B + 15	36	12,346	694
SD	Nurse	9	2.5	B.S.	36	11,860	1,140
R1	Nurse	14	14	B.S.	36	11,850	900
DA	Nurse	17	17	B	10 mo.	11,800	400
SD	Dental Hygienist	10	1	B.S.	36	11,610	1,160
DA	Nurse	12	12	B +	10 mo.	11,400	800
K	Nurse	16		B	185 days	11,315	565
B	Nurse	18	18	B.S.	36	11,100	400
B	Nurse	17	17	B.S.	36	11,100	400
R1	Nurse	11	11	B.S.	36	10,800	889
R1	Nurse	14	14	B.S.	36	10,800	889
SH	Nurse	26	30		40	10,600	600
K	Home & Schl. Visitor	2		B	200 days	10,498	763
ED	Nurse	4.2	0	B.S.	36	10,310	1,240
SD	Nurse	7	0	B.S.	36	10,310	1,250
K	Nurse	10-1/2		Nurse Dip. + 12	185 days	10,199	774
O	Home & Schl. Visitor	14	14	Elem. B.S. + 24	186 days	10,100	500
O	Home & Schl. Visitor	14	14	B.S. + 12	186 days	10,100	500
R1	Nurse	9	9	B.S.	36	10,100	908
K	Nurse	8		Nurse Dip. + 27	185 days	10,095	770
K	Home & Schl. Visitor		11-1/2	B	185 days	9,965	N.P.
K	Nurse	8			185 days	9,810	708
R1	Nurse	8	8	B.S.	36	9,750	877
R1	Nurse	9	9		36	9,750	797

CONTINUED

TABLE 9

MISCELLANEOUS PERSONNEL (CONT.)

SCHOOL DISTRICT	JOB TITLE OR DESCRIPTION	YEARS OF EXPERIENCE		EDUCATIONAL ATTAINMENT	WORK WEEKS	SALARY	SALARY INCREASE
		THIS JOB	TOTAL				
SD	Nurse	7	2.5	B	36	\$9,530	\$1,160
DA	Nurse	6	6	B +	44	9,400	700
DA	Nurse	4	5	B ++	44	9,100	900
SD	Nurse	2	0	B	36	9,030	1,010
O	Home & Schl. Visitor	0	3	B	37.2	8,900	N.P.
R1	Nurse	4	4	B	36	8,700	839
R1	Nurse	1	1	B	36	8,350	808
R1	Dental Hygienist	1	1	Assoc.	36	8,350	808
DA	Nurse	3	3	B	44	8,200	700
R1	Nurse	0	0		36	8,000	N.P.
B	Nurse	2.5	0.5	B	36	7,950	700
SD	Nurse (half time)	.5	0		36	3,625	0

PART III

SALARIES OF ADMINISTRATIVE
AND
SUPERVISORY PERSONNEL

TABLE 10

MEDIAN SALARIES OF ADMINISTRATIVE AND SUPERVISORY PERSONNEL

1971-72

Salaries of administrators and supervisors range from \$35,000, for a chief executive to \$9,928 for a Supervisor of Accounts. (Tables 11-18). Median salaries for the categories are:

Chief School Administrators.....	\$26,450
Assistants, General Instructional Services.....	\$18,100
Assistants, Business Services.....	\$17,000
Secondary School Principals.....	\$18,980
Secondary School Assistants.....	\$15,838
Elementary School Principals.....	\$17,160

TABLE 11

NUMBER OF PERSONNEL PER 1000 WEIGHTED PUPILS

SCHOOL DISTRICT	NUMBER OF PUPILS *		ADMINISTRATORS & SUPERVISORS	INSTRUCTIONAL SPECIALISTS	TEACHERS
	1970-71	1971-72			
BOYERTOWN	6825	6460	2.66	3.84	43.00
COATESVILLE	8273	8321	3.30	6.93	46.02
COLLINGDALE	1832	1833	1.55	5.17	40.35
DARBY TWP.	1558	1702	3.36	8.41	43.71
DOWNINGTOWN	6228	6380	3.15	5.85	50.26
GREAT VALLEY	4873	4860	3.13	3.72	48.57
KENNETT CONSOLIDATED	3037	3021	3.48	12.02	41.44
OXFORD	2845	2855	2.68	10.25	39.85
POTTSTOWN	4769	4734	4.41	7.14	48.86
RIDLEY	9007	9218	2.57	4.94	39.54
SHARON HILL	1479	1491	3.47	5.68	41.63
SPRINGFIELD (DELCO)***	5198				
TREDYFFRIN-EASTTOWN	7926	8000	3.43	7.10	42.86

* Data from Economic Aspects, 1970-71 & 1971-72.

*** No data available for Springfield (Delco)

TABLE 12

CHIEF SCHOOL ADMINISTRATORS

1971-72

SCHOOL DISTRICT	AVERAGE DAILY MEMBERSHIP	YEARS OF EXPERIENCE		EDUCATIONAL ATTAINMENT	WORK WEEKS	SALARY	SALARY INCREASE
		THIS JOB	TOTAL				
TE	7793	3	15	D	47.6	\$35,000	\$5,000
R1	9218	15	36	M + 30	48	\$31,950	\$1,742
SD	4008	6	24	D	48	\$30,750	\$2,250
SH	1491	14	29	D	48	\$29,900	\$4,500
CA	8321	7	32	D	44	\$29,000	\$1,000
GV	4860	2	13	D	48	\$28,000	\$3,000
B	6460	5	32	M + 35	48	\$26,900	\$1,500
P	4739	1.5	9	D	48	\$26,000	\$2,500
Co	1833	13		D		\$26,000	\$2,000
DA	6622	1	27	D	49	\$25,750	\$1,000
DT	1702	2		M	48	\$25,000	\$1,500
K	3021	4	25	D	48	\$24,500	\$1,500
O	2855	1	21.5	D	48	\$24,200	\$2,200
Mean	4529	5.6	23		47.7	\$27,583	\$2,284
Median	4739	4	24.5		48	\$26,450	\$2,000

TABLE 13

ASSISTANTS FOR GENERAL INSTRUCTIONAL SERVICES, 1971-72

SCHOOL DISTRICT	JOB TITLE OR DESCRIPTION	YEARS OF EXPERIENCE		EDUCATIONAL ATTAINMENT	WORK WEEKS	SALARY	SALARY INCREASE
		THIS JOB	TOTAL				
R1	Assistant Superintendent	12	20	M + 15	48	\$25,575	\$1,680
B	Assistant Superintendent	5	25	M + 45	48	24,700	1,400
CA	Assistant Superintendent	7	20	D	44	23,500	1,000
R1	Administrative Assistant	6	35	M	48	23,116	2,481
TE	Asst. to Supt.-Instruction	2	24	M + 30	47	22,000	2,100
SD	Asst. to Supt.-Instruction	1	19	M	48	22,000	2,000
CA	Director of Elementary Ed.	7	19.5	D	44	21,100	1,300
K	Asst. Supt.- General Administration		24	D	50	20,160	N.P.
GV	Director of Instruction	2	23	M + 65	48	20,000	2,000
GV	Director of Personnel	2	20	M + 30	48	20,000	2,000
TE	Director of Personnel	5	19	M + 30	47	19,379	1,779
P	Asst. to Supt.- Instruction	1	10.5	M + 45	48	19,250	1,750
CA	Asst. Principal	3	19	M	44	18,600	1,047
CA	Director of Personnel	2	25	M + 60	44	17,600	1,000
SD	Administrative Assistant		20	M	48	16,620	N.P.
CA	Director of Public Relations	2	2	M	44	16,200	1,700
CA	Asst. Principal	3	11	B	44	16,200	1,173
TE	Director of Research & Evaluation	1	12	M + 60	47	16,000	1,600
CA	Asst. Principal	10	17	M	40	15,800	1,000
DT	Asst. to Principal				48	15,060	N.P.
CA	Asst. Principal	3	23	B + 30	40	14,900	1,000
TE	Asst. to Superintendent		9	M + 45	47	13,700	N.P.
CA	Asst. Principal	2	12.5	B + 15	40	13,700	1,000
CA	Asst. Principal	1	5	B + 20	44	13,400	1,200
CA	Asst. Principal	2	12	B + 19	40	13,000	900
SH	Administrative Asst. (Part Time)		7	M + 60	50	4,000	N.P.
	Mean	3.8	17.2		47.7	17,906	1,481
	Median	2	19		47	18,100	2,000

TABLE 14

ASSISTANTS FOR BUSINESS SERVICE

1971-72

SCHOOL DISTRICT	JOB TITLE OR DESCRIPTION	YEARS OF EXPERIENCE		EDUCATIONAL ATTAINMENT	WORK WEEKS	SALARY	SALARY INCREASE
		THIS JOB	TOTAL				
Ri	Assistant Superintendent	10	37	Ph.D.	48	\$27,900	\$4,000
S.D.	Assistant Business Mgr.	9	23	M.S.	48	22,050	1,500
P	Asst. to Supt. for Business	28	28	Assoc.	48	21,457	2,158
B	Business Manager	14	19	M.A.	48	20,000	1,100
TE	Business Manager	3	17	B.S. + 30	47	19,452	2,252
CA	Director of Business	5	7	M.Ed.	44	19,300	1,800
GV	Business Manager	2	8	M.Ed. + 18		17,300	2,300
DA	Asst. Supt.-Business	5	30	M + 11	49	17,180	680
K	Asst. Supt.-Business Affairs	1	16	M + 7	49	17,000	2,000
DA	Director - Buildings & Grounds	2	12	M + 6	49	16,480	680
O	Business Manager	3½	3½	B.S.	48	15,300	1,000
B	Asst. Business Mgr.	3½	9	M.A. + 30	48	15,000	1,500
P	Programmer Analyst	2	8	Masters	50	14,071	1,551
P	Supv. of Bldgs. & Grounds	14	14	High School	49	13,985	1,735
DA	Director-Food Services	5	5	B	42	12,060	560
GV	Asst. Business Manager	2	10			10,000	500
P	Supv. of Accounts	3	3	Assoc.	50	9,928	1,317
	Mean	8.2	17.2		48	17,411	1,474
	Median	5.0	14.0		48	17,000	1,500

TABLE 15
SECONDARY SCHOOL PRINCIPALS, 1971-72

SCHOOL DISTRICT	SCHOOL CATEGORY	SPAN OF GRADES	YEARS OF EXPERIENCE		EDUCATIONAL ATTAINMENT	WORK WEEKS	SALARY	SALARY INCREASE
			THIS JOB	TOTAL				
R1	High School	10-12	15	37	Ph.D.	44	\$25,650	\$1,610
R1	Junior High Schl.	7-9	17	35	M	44	22,659	1,506
S.D.	Middle School	6-8	8	33	M.S.	44	22,610	2,060
TE	High School	10-12	0	18	D-Ed.	47	22,000	N.P.
R1	Junior High Schl.	7-9	9	16.5	M	44	21,764	2,335
S.D.	High School	10-12	1	22	M.S.	44	21,100	1,600
CA	High School	10-12	2	12	M.Ed. + 30	44	20,500	1,300
SH	High School	10-12	2	25	M.A. + 15	48	20,287	1,987
B	Junior High Schl.	7-9	12	21	M.S. + 30	48	20,280	1,472
CA	Junior High Schl.	7-9	8-1/2	21	M.A. + 34	44	20,000	1,324
Co	2 Jr.-Sr. H.S.				M.A.		19,850	1,450
CA	High School	10-12	1	16	M.Ed. + 30	44	19,600	1,800
GV	Junior High Schl.	7-9	13	37	M.Ed.		19,500	2,000
B	High School	10-12	0	10	M.Ed. + 30	48	19,240	N.P.
TE	Junior High Schl.	7-9	3	11	M.S. + 45	47	19,000	2,300
DA			5-1/2	23	M + 83	49	18,980	680
CA	Junior High Schl.	7-9	10	27	M.Ed.	44	18,800	1,200
P	Junior High Schl.	7-9	22	39	M	48	18,795	2,007
O	High School	10-12	0	7	Ed.D.	47	18,500	N.P.
TE	Sec. Supervisor		6	28	D-Ed	47	18,500	1,700
DA	Sec. Principal		3-1/2	22	M + 26	49	18,380	680
P	High School	10-12	4	31	M + 27	48	18,359	1,668
DA	Sec. Principal		10	21-1/2	M + 29	49	18,240	640
GV	High School	10-12	1	12	M. Ed. + 15		18,200	4,600
CA	Junior High Schl.	7-9	2	22	M.Ed. + 12	44	18,110	1,200
K	High School	10-12		9	M + 45	50	18,000	N.P.
TE	Junior High Schl.	7-9	3	14	M.S. + 30	47	16,525	1,225
DA	Sec. Principal		1	37	M + 6	49	16,440	640
P	Junior High Schl.	7-9	2	19	M	48	16,339	1,301
D.T.	High School	10-12			M	48	16,200	N.P.
O	Intermediate	6-8	8	13	M.Ed.	48	16,000	1,000
			5.7	21.1		45.2	19,335	1,466
			3.5	21.5		47.5	18,980	1,400.5

TABLE 16

SECONDARY SCHOOL ASSISTANTS
1971-72

SCHOOL DISTRICT	SCHOOL CATEGORY	SPAN OF GRADES	YEARS OF EXPERIENCE		EDUCATIONAL ATTAINMENT	WORK WEEKS	SALARY	SALARY INCREASE
			THIS	TOTAL				
R1	High School	10-12	14	19	M + 45	48	\$21,593	\$1,077
R1	High School	10-12	6	36	M	48	20,612	1,879
R1	Junior High School	7-9	13	20	M	48	19,929	1,325
R1	High School	10-12	3	14	M + 30	48	19,654	2,041
GV	Junior High School	7-9	13	37	M.Ed.		19,500	2,000
R1	Junior High School	7-9	1	11	M + 30	48	18,762	2,490
B	Junior High School	7-9	6	20	M.S. + 15	48	18,120	1,945
B	High School	10-12	6	15-1/2	M.Ed.	48	18,020	1,710
K	High School	10-12	3	25	M + 18	49	17,390	1,361
B	High School	10-12	2-1/2	17	M.S. + 30	48	17,120	1,960
SH	High School	10-12	2	28	M.A. + 15	48	16,906	1,656
DA	High School	10-12	6	14	M + 34	49	16,860	560
DA	High School	10-12	3-1/2	23	M + 26	49	16,860	560
GV	High School	10-12	0	15	M.Ed.		16,800	1,800
TE	Junior High School	7-9	3	13	M-Eq. + 15	47	16,750	1,850
GV	High School	10-12	0	15	M.Ed.		16,000	N.P.
B	High School	10-12	0	11	M.A. + 45	48	15,920	N.P.
TE	Junior High School	7-9	3	13	M.A.	47	15,838	1,838
K	High School	10-12	3	24	B + 17	42	15,249	1,449
TE	High School	10-12	0	11	M.Ed.	47	15,100	N.P.
TE	High School	10-12	0	15	M.A.	47	15,000	N.P.
P	Junior High School	7-9	0	16	M	48	14,500	N.P.
P	Junior High School	7-9	2	7	M + 30	48	14,318	1,433
SH	High School	10-12	1	35	B + 34	44	14,292	1,292
DA	High School	10-12	1-1/2	14	M + 18	49	14,160	560
K	Junior High School	7-9 (Vac. Pos.)				48	14,000	N.P.
O	High School	10-12	4	9	B.S. + 14	48	14,000	1,000
TE	Junior High School	7-9	2-1/2	6	M.A.	47	13,597	1,697
DA	High School	10-12	1-1/2	10	2 M.'s	49	13,560	560
GV	Junior High School	7-9	2	6	M.Ed.		13,500	2,000
GV	High School	10-12	0	5	M.Ed. + 30		13,500	N.P.
TE	High School	10-12	0	5	M.A. + 15	47	13,100	N.P.
TE	Junior High School	7-9	1-1/2	9	B.S. + 30	47	12,597	1,447
P	High School	10-12	0	4	B. + 15	48	12,500	N.P.
O	High School	10-12	0	6	M.Ed.	48	11,500	N.P.
Mean			2.8	15.0		47.8	15,812	1,479
Median			2	14		48	15,838	1,447

TABLE 17
ELEMENTARY SCHOOL PRINCIPALS
1971-72

SCHOOL DISTRICT	YEARS OF EXPERIENCE		EDUCATIONAL ATTAINMENT	WORK WEEKS	SALARY	SALARY INCREASE
	THIS JOB	TOTAL				
R1	17	44	M + 15	48	\$23,513	\$2,015
S.D.	17	39	M.S.		22,170	1,680
S.D.	20	25	M.S.		20,430	1,860
TE	10	32	M.S. + 15	47	19,526	1,226
DA	10	21	M + 9	49	19,480	680
DT	12		M	48	19,230	1,000
B	10-1/2	21	M.A. + 15	48	19,040	1,630
B	10-1/2	15	M.A. + 15	48	19,040	1,840
TE	10	17	M.Ed. + 15	47	19,000	1,890
CA	25	44	M.Ed.	44	18,725	1,000
R1	12	18	M + 45	48	18,676	1,864
S.D.	14	22	M.S.		18,570	1,540
R1	5	21.5	M + 30	48	18,545	1,176
CA	4	14	M.Ed.	44	18,500	1,355
TE	4-1/2	16	M.Ed. + 15	47	18,500	1,950
CA	19	37-1/2	M.Ed.	44	18,320	1,000
TE	4	9	M.S. W + 45	47	18,000	1,420
TE	2	13	M.Ed. + 15	47	18,000	2,080
TE	5	37	M.S. + 15	47	17,977	1,597
P	3.5	12.5	M + 30	48	17,940	1,676
DT	5		M.A.	48	17,930	1,200
CA	7	13	M.Ed.	44	17,840	1,441
R1	11	19	M	48	17,827	1,185
R1	16	29	M	48	17,827	1,185
R1	16	21	M	48	17,827	1,185
R1	5	15	M + 15	48	17,548	2,031
CA	3	15	M.Ed. + 30	44	17,500	1,431
K	3	14	M + 15	44	17,459	1,659
CA	9	19	M.Ed. + 30	40	17,440	1,429
B	3	35	M.A. + 30	48	17,440	1,470
CA	12	26	M.Ed.	40	17,220	900
P	14	29.5	M + 15	48	17,101	1,911

TABLE 17 (Con't.)
ELEMENTARY SCHOOL PRINCIPALS
1971-72

SCHOOL DISTRICT	YEARS OF EXPERIENCE		EDUCATIONAL ATTAINMENT	WORK WEEKS	SALARY	SALARY INCREASE
	THIS JOB	TOTAL				
TE	1	8	D-Ed.	47	\$ 17,018	\$1,818
B	4	13	M.A. + 15	48	17,000	1,900
TE	0	12	M.S. + 15	47	16,500	N.P.
O	16	38	M.Ed.	48	16,500	1,000
TE	0	8-1/2	M.Ed. + 15	47	16,500	N.P.
K	2	10	M + 9	44	16,464	1,564
SH	24	40	M.A.	40	16,313	1,313
P	8	28	M	48	16,174	1,584
S.D.	3	12	M.A.		16,020	1,410
S.D.	2	12	M.A.		15,960	1,390
Co			M.A.		15,950	1,300
P	16	36	M	48	15,831	1,291
B	1-1/2	9-1/2	M.Ed. + 30	48	15,760	2,000
B	2	8	M.A. + 15	48	15,640	1,940
DA	5	13	M + 23	49	15,460	560
DA	7	12	M + 35	49	15,460	560
CA	23	36	B.S. + 15	40	15,130	900
P	2	9.5	M + 15	48	15,091	1,911
DA	5	11	M + 18	49	15,060	560
RI	1	11	M	48	14,864	1,474
CA	1	7	M.Ed.	44	14,500	1,500
P	.3	20	M + 15	48	14,300	
K	0	11	M	44	14,000	
DA	5	10	M + 6	49	13,960	560
DA	2	6-1/3	M + 15	49	13,810	
P	.3	7	M	48	13,500	
O	1	8	M.Ed. + 3	48	13,300	1,000
DA	2	6	B + 38	49	12,060	560
DA	3	5	M	49	11,560	560
				46.7	16,933	1,370
Mean	7.6	18.6			17,160	1,400
Median	5	14.5		48		

TABLE 18

MEAN SALARIES OF ADMINISTRATORS AND SUPERVISORS

1971-72

SCHOOL DISTRICT	CHIEF SCHOOL ADMINISTRATOR	ASSISTANTS, GENERAL INSTRUCTIONAL SERVICES	ASSISTANTS, BUSINESS SERVICES	SECONDARY PRINCIPALS	SECONDARY ASSISTANTS	ELEMENTARY PRINCIPALS
B	\$26,900	\$24,700	\$17,500	\$18,760	\$17,295	\$17,317
CA	29,000	17,090	19,300	19,402	0	\$17,353
Co	26,000	0	0	19,850	0	15,950
DT	25,000	15,060	0	16,200	0	18,580
DA	25,750	0	15,260	19,680	15,435	13,910
GV	28,000	20,000	14,680	18,850	15,860	0
K	24,500	20,160	17,000	18,000	15,546	15,974
O	24,200	0	15,300	17,250	12,750	14,900
P	26,000	19,250	14,860	17,631	13,605	15,333
R1	31,950	24,396	27,900	23,358	20,110	18,823
SH	29,900	0	0	20,287	15,599	16,313
SD	30,750	19,310	22,050	23,855	0	18,630
TE	35,000	16,270	19,452	19,006	14,569	17,571
Mean	27,583	17,906	17,411	19,335	15,812	16,933